



MASSACHUSETTS / AFL-CIO
Voice of Organized Labor 500,000 Strong

February 1, 1983

PRESIDENT

ARTHUR R. OSBORN

EXECUTIVE VICE PRESIDENTS

RUSSELL P. CAMPBELL

JOSEPH M. LYDON

SECRETARY-TREASURER

GEORGE E. CARPENTER, JR.

VICE PRESIDENTS

RONALD ALMAN

E. W. (TED) BARRETT

DANIEL A. BEAUREGARD

LAWRENCE J. CAVANAUGH

LINDA CHIGAS

EDWARD CLARK

BERNARD CORBETT

JAMES DAMERY

CHARLES DeROSA

PAUL L. DEVLIN

CAROL A. DREW

PAUL J. EUSTACE

JOSEPH C. FAHERTY

JAMES FARMER

BRUCE FERIN

GIL FERREIRA

ANTHONY FONSECA

RICHARD HEFFERNAN

WILLIAM IRVIN

JOSEPH W. JOYCE

ALFRED J. LeBLANC

DAVID LIMA

KEVIN MAHAR

KENNETH J. MANGAN

PATRICK J. MELE

JOSEPH MELLO

JOSEPH MIODONKA

JAMES NESTOR

GEORGE J. O'BRIEN

RICHARD F. PICCUITO

RICHARD E. POST

NICHOLAS ROUSSOS

THOMAS M. SCANLAN

MARY ANN SCIBELLI

BARNEY WALSH

TO MEMBERS OF THE EXECUTIVE COUNCIL:

Enclosed herewith for your consideration and approval are the minutes of the last Council meeting.

The next meeting will be held:

DATE: Thursday, February 17, 1983

TIME: 10:00 A.M.

PLACE: Boston Park Plaza Hotel
Boston, Mass.
Stanbro Room - Mezzanine Level

Please make every effort to attend this very important Council meeting.

Fraternally & In Solidarity,

George E. Carpenter, Jr.
Secretary-Treasurer

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afl/cio

MASSACHUSETTS / AFL-CIO
8 Beacon Street, Boston, MA 02108
Telephone: (617) 227-8260 - 742-1620
Hot Line - 1-800-392-6022

MINUTES
EXECUTIVE COUNCIL MEETING
MASSACHUSETTS AFL-CIO
JANUARY 20, 1983
BOSTON PARK PLAZA HOTEL

PRESENT: Pres. Osborn, Sec.-Treas. Carpenter, Exec. Vice Pres. Campbell, Exec. Vice Pres. Lydon, Vice Presidents Alman, Beauregard, Cavanaugh, Chigas, Damery, DeRosa, Devlin, Drew, Eustace, Faherty, Farmer, Ferin, Ferreira, Fonseca, Heffernan, Irvin, Joyce, LeBlanc, Mahar, Mangan, Mele, Mello, Miodonka, O'Brien, Piccuito, Post, Scanlan, Scibelli, Walsh, Sec.-Treas. Emeritus Loughlin

ABSENT: Vice Presidents Barrett, Clark, Corbett, Lima, Nestor, Roussos, Pres. Emeritus Sullivan

- Meeting opened at 10:05 with a prayer by Vice Pres. Heffernan.

MMS that Council go into Executive Session. So voted.

Council meeting resumed at 10:30 A.M.

Pres. Osborn advised the Council that Gov. Dukakis had selected Paul Eustace to be his Secretary of Labor. He outlined Eustace's background.

MMS to support Paul Eustace in his new post. So voted.

Motion made to accept minutes of Executive Officers meetings. Question by Vice Pres. Faherty as to the reasons for purchasing camera for Council. Sec.-Treas. Emer. Loughlin stated that the Council always had a camera. Pres. Osborn explained that there were numerous occasions where a camera was needed for Council business and was not available.

MMS to accept Executive Officers Meeting Minutes. Passed unanimously.

PRESIDENT'S REPORT:

MMS to send two delegates from the Council to the Regional Conference, slated for Niagara Falls on April 27, 28 and 29. Passed unanimously.

Pres. Osborn advised that he received a call from UFCW saying that the Farm Workers were dismantling their Boston office and returning to California.

Council support of the U.S. Olympic, chaired by Vice Pres. Heffernan, was mentioned. \$1.00 for each working member of the union is the goal. Buick is to be the official car for the Olympics. Participation in this effort urged.

Pres. Osborn mentioned letter from Mike Mullane wherein he asked for support in the re-appointment of Jack Donegan to the Civil Service Commission.

MMS that Council support this effort. Passed unanimously.

Pres. Osborn advised that the Women's Committee will be chaired by Joan Buckley, and

on the Committee would be: Carol Drew, Margaret Wilson, Nancy Mills, Theresa Murphy, Julie Compercheio. First meeting will be in the near future.

Pres. Osborn discussed letter from John Palomino, Typo. Union #600, re: literature distributed on the bottle bill which did not display a union bug. MMS to put Jack Walsh on boycott list until a satisfactory explanation is received about this matter. Passed unanimously.

Pres. Osborn advised of an opening in the Merrimac area for a person to do organizing and staff work. Anyone interested should contact Nancy Mills of Local 285.

Situation with the furniture workers in Jasper, Indiana, mentioned. No progress in this matter.

Letter of thanks from Dominic Bozzutto for support of Council in recent problems with contract negotiations with hotels.

Executive Officers supported Exec. V.P. Campbell in his effort to fill a temporary vacancy in the Workmen's Comp. Dept. However, Gov. King appointed Marty Pierce to the post.

Organizational drive on at Duralite in Grafton, Mass.

Pres. Osborn thanked all who supported the anti-union-busting activities regarding the UFCW. The Hilton in Natick was picketed because union buster, Mr. Ricker was there. Big crowd and t.v. coverage.

Pres. Osborn updated Council on the Navy Yard scheduled for Boston. It is in the works. He is on the Steering Committee, Chamber of Commerce, for this. Should provide many jobs in the area.

Massport situation discussed with Pres. Osborn stating that Nickinello's job is in jeopardy at this moment.

Pres. Osborn briefly discussed the legislation passed recently -- Widow's Bill, Secretary of Labor bill and Blue Laws. Thanked all in Labor for their help.

Pres. Osborn explained the plans for the CLC's in the future. They will receive packets of information, monthly, on how the different legislators stand on the various bills. In this way pressure can be applied at the local level which should prove to be effective.

Vice Pres. Eustace, at this time, expressed his recognition of the Executive Officers and all the work they did to get legislation through. Asked for a round of applause for them.

Pres. Osborn thanked the Council on behalf of the Executive Officers and stated that without the help of the Vice Presidents, who sent messages to the Speaker, we would not have met with the success we did.

Pres. Osborn urged participation in the Solidarity Coalition meeting on March 5, 1983, at the University of Mass., Boston campus.

Pres. Osborn advised that he plans to meet with Tom Evers, Pres. Bldg. Trades, regarding ABC. Pres. Osborn has information that ABC is moving again on prevailing wage legislation, joined by some young Democrats, and will put on a very sophisticated drive. We have to plan a good strategy on that.

Motion made to accept President's report.

Vice Pres. Mangan questioned the situation where the Council was supporting Commissioner Shipps and Jerry O'Leary to keep their jobs and wanted to know how things were progressing. Pres. Osborn replied that we are still trying to help them and will do whatever we can.

MMS to accept President's report. So voted.

SECRETARY-TREASURER'S REPORT

Sec.-Treas. Carpenter explained various items in the December financial report.

Regarding the Ad Book, Sec.-Treas. Carpenter said the response so far was slow. \$5,540 in hand, \$4,000 committed in writing. Total \$9,540.

It is hoped that the ad book would pay for Retiree Coordinator's program. Under the reorganization we were to have a research assistant to work on the affiliation drive half-time and other programs half-time. We still intend to do this, but for the time being, we will hire the assistant half-time so that the Retiree's Program can still be funded. When the funding for the Retiree Coordinator straightens out, we will hire the assistant full-time. President Osborn concurred.

Sec.-Treas. Carpenter advised that he was trying to get a person who the Screening Committee was impressed with for the research position, and one, Michael Roberts, was outstanding. He will contact Roberts to see if he can start in about a week.

Vice Pres. Ferreira questioned the financial report. Due to the format of the report, it was not easy to understand. Sec.-Treas. Carpenter explained and steps will be taken to clarify this format.

MMS to accept the Secretary-Treasurer's report. So voted.

MMS to refer the Legislative Report to the Executive Officers at this time since the Legislative Director was not present. So voted.

John Barron reported on changes in the Pension Plan. None of the changes would affect security of former retirees. Explained the plan to the satisfaction of all.

MMS that the amendments explained by John Barron be adopted retroactive to November 1, 1982, and further, that the new method of figuring the Early Retirement Benefit will apply to all applicants for retirement on and after November 1, 1982, including those presently terminated and fully vested.
(Amendments on file at Council office).

Sec. Treas. Emer. Loughlin spoke on the ad book and said he felt the \$3,000 life insurance should be raised. Pres. Osborn advised he would refer this request to the Pension Committee for review. MMS that this matter be referred to the Pension Committee. So voted.

Sec. Treas. Carpenter advised that the figure questioned on the financial report, that of \$7,944.99 under expenses, is the money which we deposit in the Federal Reserve Bank for income taxes. It is a combination of the money held out of employees pay under FIT and FICA and money from the Employer. Vice Pres. Faherty suggested we have a debit column on the report. So noted.

EDUCATION REPORT:

Pres. Osborn reported on the Scholarship Program, all schools notified, 700 kits being assembled to send out to schools.

Pres. Osborn advised that the interviews for the Harvard Trade Union Scholarships will take place on April 11. Two scholarships available.

Plans underway for Gompers-Murray.

COPE REPORT:

Pres. Osborn gave the dates of workshops given: New Bedford 1/18, Lawrence 1/19, Springfield 1/20, Stirling, Mass. 1/25, Boston 1/26 (This is a high-powered class with Paul McCarthy lecturing.) Research and information on union busting. Pres. Osborn urged participation.

Pres. Osborn said under our reorganization, we are broadening our base and he urged greater participation and enthusiasm from all members. Mentioned the meeting held the previous Saturday at the Holiday Inn in Waltham where over 200 people were in attendance and received information on the upcoming Democratic Issues Convention.

MMS to accept the COPE & Education Report.

Exec. Vice Pres. Campbell addressed the Council stressing the importance of getting labor delegates elected to the Democratic Issues Convention. Urged everyone to do their part to get the right people elected.

Pres. Osborn introduced Marty Foley, the new Director of COPE & Legislation. Mr. Foley addressed the Council, thanking everyone for their support and urging everyone to contact their legislators to get roll call votes on bills. In this way, more action or pressure can be used to get bills through. Thanked everyone for the opportunity to serve.

MMS to refer communications to Executive Officers. Passed unanimously.

Exec. Vice. Pres. Campbell reminded the Council of the Parade which is slated for the third Sunday in September, 1983. Also urged greater support of the Elaine Wilcox Scholarship, which is new this year.

Vice Pres. Fonseca raised a question on new law concerning the Government withholding 10% of interest on accounts. Vice Pres. Eustace replied that one can fill out a form so that this will not be deducted.

MMS that the Executive Officers investigate this further and give a more detailed report on the matter. Passed unanimously.

Meeting adjourned at 12:10 P.M.

C O N F I D E N T I A L

MASSACHUSETTS AFL-CIO
EXECUTIVE SESSION
JANUARY 20, 1983
BOSTON PARK PLAZA

Pres. Osborn advised that the reorganization of the Council was moving along and discussed the combination of the COPE & Legislative Directorship. Outlined the procedure followed to screen applicants to fill this position. Vice Pres. Mello, who had applied for this position, withdrew. Bill Cashman, Marty Foley and Ned Dever appeared. After much deliberation Marty Foley was selected unanimously by the Screening Committee. Bill Cashman was not present today and had sent word via Tom McIntyre that he would not be pursuing the job at this meeting.

MMS to accept the recommendation of the Screening Committee and appoint Marty Foley as the new COPE & Legislative Director.

Opposed by Vice Presidents DeRosa, Farmer, Mangen and Mele. So recorded.

Marty Foley accepted by the majority of Council members for this new position and wished good luck in his future endeavors.

Return to regular Council Meeting at 10:30 A.M.



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AGENDA

EXECUTIVE COUNCIL MEETING - MASSACHUSETTS AFL-CIO
THURSDAY, JANUARY 20, 1983 - STANBRO HALL

MINUTES OF EXECUTIVE OFFICERS MEETING OF DECEMBER 20, JANUARY 10 AND JANUARY 13, 1983

PRESIDENT'S REPORT

SECRETARY-TREASURER'S REPORT

- PENSION CHANGES, JOHN BARRON

DEPARTMENT REPORTS - COPE & EDUCATION - LEGISLATION

COMMUNICATIONS:

From International Hotel, Washington, D.C. advising of special rates effective March 31.

From Lane Kirkland regarding the upcoming trip to Washington, D.C. for high school winners of contest on "Employment of the Handicapped."

From Rep. Nicholas Mavroules thanking Council for mailgram sent expressing opposition to Reagan Administration's Caribbean Basin Initiative.

Invitation from Mass. Horticultural Society to The Flower Show, March 12 through March 20. Discount tickets available by mail.

Notice from National AFL-CIO re: Annual Education Conference being held in conjunction with Annual Meeting of the UCLEA, March 29 - April 1, 1983 in Nashville, Tennessee.

From John T. Joyce, Int. Union of Bricklayers, re: Susan Brophy being allowed to assist with caucus organizing.

Letter of endorsement from Thomas Evers, Pres., Mass. Bldg. Trades, to Governor Dukakis endorsing Donald D. Soule, Bus. Mgr., IBEW Local 284, for Secretary of Labor.

From Carol Caldwell, mother of a candidate for the World Junior Olympics, expressing her thanks to Mass. AFL-CIO for their endorsement of the U. S. Olympics Committee.

From Jeffrey Beatty, Pres., Greater Boston Legal Services Attorneys Union, thanking Council for help in getting the M.L.A.C. bill.

From Albert Angrisani, Asst. Sec. of Labor, U. S. Dept. of Labor, acknowledging letter of endorsement of Dominic F. Sangiovanni for position of Regional Director, Bureau of Apprenticeship & Training, Boston.

Thank you note from Democratic State Committee Chairman, Chester Atkins, acknowledging our support.

From House Chairman Timothy Bassett thanking Council for support in getting Blue Law Bill through.

From R. Peter Anderson, Exec. Director, Greater Boston Legal Services, expressing appreciation for support of M.L.A.C. Bill.

From Linda S. Garcia, Coordinator, Coordinator, UAW District 65, to House Speaker McGee, Michael Creedon, Chairman, House Ways & Means Committee, and William Flynn, Asst. Majority Leader, House of Representatives, thanking for their efforts in getting M.L.A.C. bill through.

From Corporate Campaign, Inc. announcing opening of new headquarters in New York City, and outlining their services.

From James F. Grosso, Dir., Assoc. Gen. Contractors of Mass., Inc., to Governor Dukakis, endorsing William Shipps re-appointment.

EXECUTIVE OFFICERS MEETING

DECEMBER 20, 1982

PRESENT: Pres. Osborn, Sec.-Treas. Carpenter, Exec. V.P. Campbell, Exec. V.P. Lydon

MMS to accept communications of Executive Council Meeting of December 16, 1982, and to send copy of correspondence from Atty. Babitsky regarding Workmen's Comp. to Vice Presidents Farmer and Mahar. Passed unanimously.

MMS to purchase cassette recorder for Council use. Passed unanimously.

EXECUTIVE OFFICERS MEETING

JANUARY 10, 1983

PRESENT: Pres. Osborn, Sec.-Treas. Carpenter, Exec. V.P. Campbell, Exec. V.P. Lydon

MMS to purchase 35mm camera for Council use. Passed unanimously.

MMS to send letter to Leadership at the State House opposing the part of the Legislative reform which deals with allowing cameras into the Legislature. The feeling was that this would put the spotlight on the more articulate people and may hinder the average working person from expressing his or her views. Passed unanimously.

MMS to check with the Leadership of the Legislature and set up luncheon with wine, cheese and small sandwiches to be held at Doric Hall on Wednesday, February 2, 1983, if possible, to invite all new Freshmen legislators, both Senate and House. Passed unanimously.

Executive Officers reviewed future plans for the 1983 Parade.

EXECUTIVE OFFICERS MEETING

JANUARY 13, 1983

PRESENT: Pres. Osborn, Sec.-Treas. Carpenter, Exec. V.P. Campbell, Exec. V.P. Lydon

MMS to purchase two tickets to retirement party for John Nocella, IUE. Passed unanimously.

MMS to purchase two tickets to retirement party for John Greer, Local 201. Passed unanimously.

MASSACHUSETTS AFL-CIO
DECEMBER 1982
FINANCIAL REPORT

GENERAL FUND

On Hand 12/1/82	\$ 50,797.24
Receipts:	
Per Capita Tax	50,866.89
CETA	2,259.36
Energy	359.90
	<u>\$ 53,486.15</u>
Balance	<u>104,283.39</u>
Expenses - December, 1982	<u>52,164.55</u>
Balance 12/31/82	<u>\$ 52,118.84</u>

EXPENSES

Officers Expenses	\$ 894.87
Directors Expenses	254.37
Executive Board Expenses	440.03
Tickets	500.00
Office Expenses	1,265.00
CETA	344.24
Mail	1,000.00
Printing	871.51
Comm. of Mass.	726.59
Federal Reserve Bank	7,944.99
Rent	2,200.00
Blue Cross	3,171.02
Convention Expenses	8,212.10
Petty Cash	100.00
Luncheons	218.50
P.R. Expenses	1,330.76
Per Capita to COPE	3,778.54
Christmas Expenses	3,948.50
Workmen's Comp. Insurance	662.00
Executive Vice Pres. Expenses	133.00
Signs	38.00
Miscellaneous	20.00
	<u>\$ 38,054.01</u>

SALARIES

Gross	\$ 19,563.85
FIT	3,457.30
MIT	958.56
FICA	957.10
UNION DUES	60.35
UNITED WAY	20.00
	<u>\$ 14,110.54</u>
	<u>38,054.01</u>
Total Expenses	\$52,164.55

ASSETS

State of Israel Bond	\$ 1,000.00
Bond	7,988.79
Petty Cash	100.00
Dept. of Labor	<u>400.00</u>

\$ 9,488.79

LIABILITIES

Boston Park Plaza	\$14,498.06
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COPE

On Hand 12/1/82	\$11,985.57
Receipts December	<u>3,778.54</u>

\$15,764.11

DISBURSEMENTS

Donations/Tickets	100.00
Capitol Services	2,500.00
CLC's	<u>200.00</u>

\$2,800.00

Balance 12/31/82	\$12,964.11
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PENSION PLAN

On Hand 12/1/82	\$ 1,542.83
N.O.W. Interest	<u>7.22</u>

Balance 12/31/82	\$ 1,550.05
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MASSACHUSETTS AFL-CIO

DECEMBER 1982

DELINQUENT LOCALS

<u>LOCAL</u>	<u>UNION</u>	<u>LAST PAID</u>	<u>AMOUNT OWED</u>
1839	UPIU	January '82'	86.51
1647	IAFF	February	77.60
334	MPO	"	25.22
971	URW	"	388.00
2237	USA	"	38.30
2269	USA	March	35.40
224	ITU	April	70.40
495	SEIU	"	2,880.00
ATU		May	1,053.91
1240	IAFF	"	143.00
2689	IAMA	"	87.23
999	LIU	"	524.81
1102	UPIU	"	154.44
230	AFSCME	June	365.40
783	"	"	94.50
1896	AFT	"	44.10
10	IPCM	"	94.50
88	IWIU	"	170.10
506	URW	"	75.60
910	AFSCME	July	741.20
1033	AFT	"	120.99
3199	"	"	144.97
3645	"	"	122.08
1915	IBPA	"	105.73
1660	ILU	"	138.43
274	AFSCME	August	54.28
445	"	"	207.92
804	"	"	136.16
861	"	"	93.84
1118	"	"	341.32
1395	CWA	"	460.00
204	GAU	"	46.92
2255	IBEW	"	344.40
149	IFPT	"	303.60
310	ITU	"	46.92
562	URW	"	46.20
26	HRBU	September	3,375.00
116	"	"	267.75
IBAC		"	2,037.75
13	ITU	"	450.00
297	IUE	"	62.06
58	IWIU	"	14.25
1162	LIU	"	213.00
453	OPEIU	"	192.75
513	UPIU	"	238.50
599	UPIU	"	24.75
8216	USA	"	63.00
			<hr/> 16,802.79

MASSACHUSETTS AFL-CIO

DECEMBER 1982

CHANGES IN MEMBERSHIP

<u>LOCAL</u>	<u>UNION</u>	<u>FROM</u>	<u>TO</u>	<u>+</u>	<u>-</u>
851	AFSCME	625	588		37
1153	"	299	301	2	-
1210	"	60	58		2
1596	"	441	406		35
1736	"	200	199		1
1892	"	42	54	12	-
2378	AFT	200	215	15	-
21432	DAL	114	100		14
1464	IAFF	55	53		2
1420	IAMA	292	298	6	-
2683	IAMA	54	58	4	-
1129	IBB	77	55		22
324	ICWU	124	104		20
414	"	298	258		40
206	IUE	766	765		1
221	IUE	113	112		1
254	"	256	259	3	-
255	"	2855	2876	21	-
262	"	162	145		17
273	"	81	82	1	
274	"	206	196		10
68	IWIU	98	92		6
224	RWDSU	779	753		22
583A	"	249	251	2	-
398	SEIU	310	296		14
509	"	7000	6500		500
616	UFCWU	459	546	87	-
136B	UFWA	60	49		11
579	UPIU	450	431		19
1051	URW	246	215		31
3190	USA	110	100		10
3859	"	66	68	2	
3724	"	65	71	6	
3326	"	183	170		13
3409	"	170	160		10
8343	"	28	30	2	
				<hr/> 163	<hr/> 838

NEW AFFILIATES - 1982

<u>UNION</u>	<u>DATE AFFILIATED</u>	<u># MEMBERS</u>
CWA LOCAL 1301	2/82	170
Springfield Fed. Para. Prof. #4098	1/82	145
IFPTE Local 149	2/82	330
AFT Local 1033	2/82	111
IUE Local 277	1/82	150
Painters Local 48	2/82	150
OPEIU Local 6	2/82	1500
IBEW Local 486	1/82	300
S.M.W. Local 63	1/82	300
SEIU Local 285	1/82	2500
IBEW Local 1386	2/82	525
Textile Workers Local 6	1/82	8
ICWU Local 57	2/82	167
IUE Local 262	3/82	300
Amesbury Fed. Teachers #1033	3/82	111
Plumbers Local 448	3/82	126
UPIU Local 1702	2/82	55
IWIU Local 52	2/82	23
USA Local 12008	2/82	94
LIU Local 88	6/82	200
LIU Local 999	3/82	367
RWDS 000 (Council)	11/82	0
NALC 25	3/82	138
NALC 362	10/82	53

NEW AFFILIATES - 1982
PAGE 2

<u>UNION</u>	<u>DATE AFFILIATED</u>	<u># MEMBERS</u>
NALPA	3/82	50
IBPA 257	4/82	220
UAPP 92	5/82	107
RASC 1089	1/82	119
SEIU #495	3/82	1800
SEIU #925	7/82	500
USA #6601	11/82	25
ACTWU #553	5/82	185
UFCW 328	9/82	1500
UAW	6/82	3500
UPIU 372	4/82	250
UPIU 513	4/82	318
USA 12007	6/82	250
USA 12086	3/82	75
ACTWU #2433	3/82	30
ACTWU #579A	9/82	50
ACTWU #616	3/82	32
AFGE 3656	7/82	14
AFSCME 760	3/82	128
AFSCME 1705	5/82	350
AFGE 3258	10/82	100
ICWU 260	2/82	47
ICWU 324	9/82	104
IUE #2 (Council)	1/82	0
IUPA 151	7/82	20

NEW AFFILIATES - 1982

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<u>UNION</u>	<u>DATE AFFILIATED</u>	<u># MEMBERS</u>
IUPA 152	7/82	12
IUPA 154	"	16
IUPA 155	"	11
IUPA 156	"	19
IUPA 157	"	10
IUPA 168	"	12
IUPA 171	"	11
IUPA 188	"	14
USA 3190	5/82	100
USA 8751	5/82	470
IBPA 138	3/82	200
NALC 26	3/82	57

LOCALS WHO VOLUNTARILY INCREASED THEIR MEMBERSHIP

1982

CWA Local 1365 increased membership by 1600

Pipefitters Local 537 " " 600

Painters 1198 " " 307

SEIU 285 " " 2000

Glaziers 1044 " " 345

MASSACHUSETTS AFL-CIO

Projected Budget 1983

page 1 of 2

<u>INCOME:</u>	<u>MEMBERS:</u>	<u>MONTHLY RATE:</u>	<u>TOTAL:</u>	<u>ANNUAL TOTALS:</u>
Per Capita				
Regular	214,000	.22	\$565,000	
COPE	214,000	.03	77,000	642,000
CONVENTION CREDENTIALS				12,000
OTHER MISC. INCOME				1,000
TOTAL				<u>\$655,000</u>

EXPENSES:

Salaries - Per Schedule	\$266,500
Payroll Taxes & Workmens Comp(10% of PR)	26,700
Health & Life Ins. (7% of P.R.)	18,700
PENSION (15% of P.R.)	40,000
Travel & Expenses (31,842 X 8%)	34,400
Rent (21,533 X 10%)	23,700
Electricity (2,000 X 10%)	2,200
Telephone (14,000 X 10%)	15,400
Equipment Rental (4,370 X 10%)	4,800
Attorney (6,000 X 8%)	6,500
Auditor	2,000
Insurance (Bond)	1,000
Office Expense	2,500
Office Supplies	15,000
Executive Board Exps. (9,600 X 12%)	10,800
Convention (72,000 X 8%)	77,800
Messenger Service & Subscriptions	1,700
Newspapers (19,200 X 10%)	21,100
Printing (12,000 X 10%)	13,400
Mailing & Postage (4,800 X 12%)	5,400
Donations (Same)	5,500
Tickets (5,400 X 8%)	5,800
Conferences (19,000 X 8%)	20,500
Retiree Benefits (Same)	1,500
Taxes (1120 POL & Other)	3,000
Miscellaneous (4,800 X 12%)	5,400
Data Processing Maintenance	<u>2,000</u>

Total Exepenses (Before COPE Donations)	<u>\$633,300</u>
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Excess of income over expenses (Before Cope Donations)	<u>\$ 21,700</u>
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MASSACHUSETTS AFL-CIO

Projected Budget 1983

SALARIES:

Current (March 1982

PRESIDENT	-0-
SEC TREAS.	35,979.00
COPE & ED. DIRECTOR	33,042.00
LEG DIRECTOR	30,967.00
SECRETARY	17,638.00
BOOKKEEPER	16,136.00
OFFICE COORDINATOR	19,139.00

TOTAL CURRENT	152,901.00
INCREASE @ 12%	18,348.00

NEW HIRES:

<u>PRESIDENT</u>	40,296.00
JUNIOR CLERK	13,000.00
RESEARCH ASST'S	
2 @ 21,000	42,000.00

TOTAL 1983 SALARIES	<u>266,545.00</u>
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